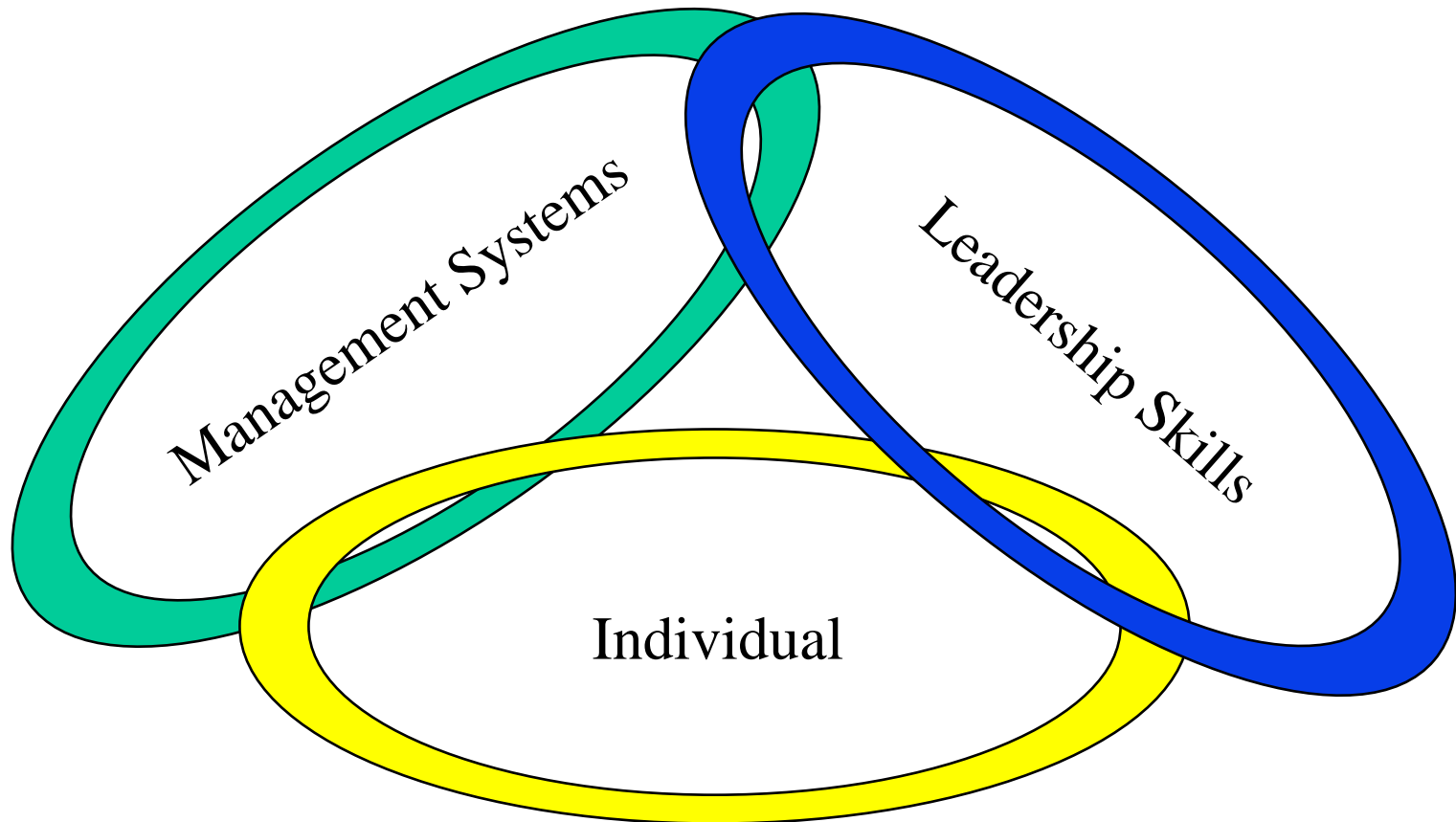


# **The Role of Leadership in Motivation**

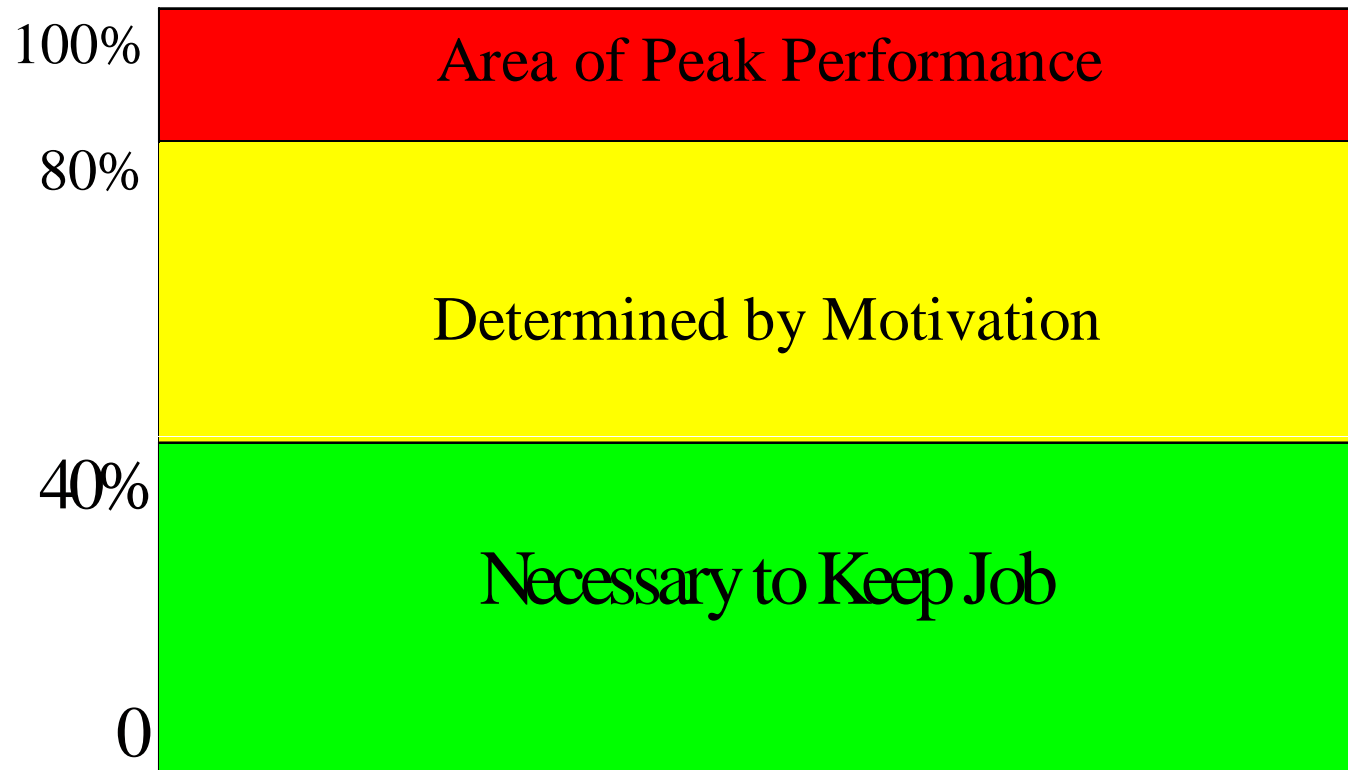
presented by

Gaylen Roberts

# ORGANIZATIONAL LINKS



# PERCENT OF PERFORMANCE POTENTIAL



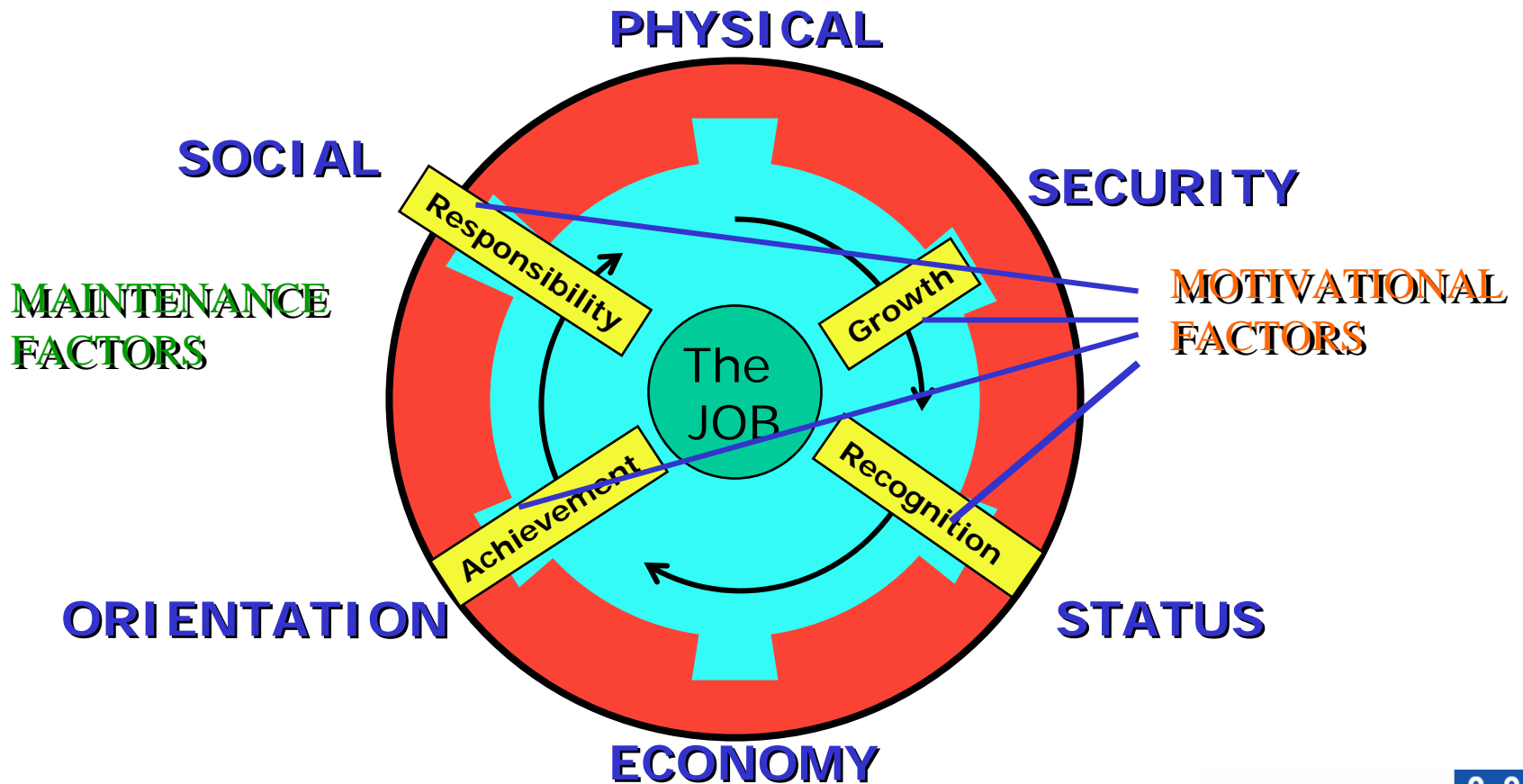
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# Leadership Characteristics Analysis

# MOTIVATIONAL STAGES

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- Scientific management (early 1900's)
- Human relations (mid 1900's)
- Behavior modification
- Participative management/leadership



# UNDERSTANDING MOTIVATION

#1

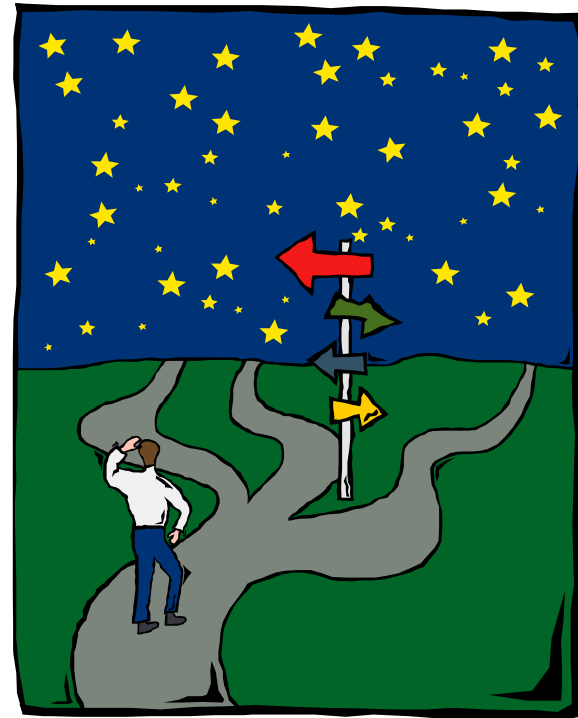
People try to  
satisfy their needs



# UNDERSTANDING MOTIVATION

#2

People have  
conflicting  
desires



# UNDERSTANDING MOTIVATION

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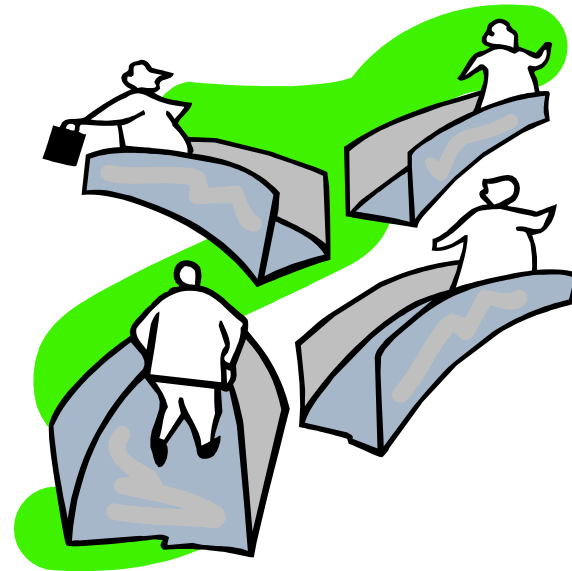
#3  
People are  
alike



# UNDERSTANDING MOTIVATION

#4

People are  
different



# UNDERSTANDING MOTIVATION

#5  
Motivation is  
neither a  
panacea nor  
a magic wand



# Why do people ....?

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- Lack of ability
- Lack of knowledge
- Lack of proper attitudes

# SUCCESS FACTORS FOR LEADERS

- Goal power



# PRINCIPLE OF GOAL POWER

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Motivation to accomplish results tends to increase when people have meaningful goals toward which to work.

# “SMART” GOALS

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- ❖ Specific
- ❖ Measurable
- ❖ Agreed upon
- ❖ Realistic
- ❖ Time-bounded

# SUCCESS FACTORS FOR LEADERS

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- Goal power
- Participation



# PRINCIPLE OF PARTICIPATION

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Meaningful participation increases motivation and support.

# SUCCESS FACTORS FOR LEADERS



- Goal power
- Participation
- Feedback

# PRINCIPLE OF COMMUNICATION

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Effective communication increases motivation.

# SUCCESS FACTORS FOR LEADERS

- Goal power
- Participation
- Feedback
- Recognition



# PRINCIPLE OF RECOGNITION

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Accomplishments which are recognized are more meaningful than those which are ignored.

# SUCCESS FACTORS IN LESSONS LEARNED

Factor	Generating Lessons Learned	Using Lessons Learned
Goal Power	✓	✓
Participation	✓	✓
Feedback	✓	✓
Recognition	✓	✓

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# YOUR ROLE IN MOTIVATION